

## Message Text

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ACTION NEA-10

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01  
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/067 W  
-----021641Z 036470 /40

R 020720Z APR 77  
FM USINT BAGHDAD  
TO SECSTATE WASHDC 4346

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STADIS//////////

E.O. 11652: GDS  
TAGS: AMGT PFOR IZ US  
SUBJECT: PARM - ANNUAL POLICY AND RESOURCE ASSESSMENT -  
PARTS II AND III

REF: CERP 0001

### 1. PART II - EVALUATION OF CURRENT RESOURCES.

THE PERSONNEL RESOURCES OF USINT ARE NOW PROPERLY ALLOCATED TO MEET THE WORKLOAD IMPOSED BY OUR PRESENT LEVEL OF REPRESENTATION IN BAGHDAD. IN ADDITION TO THE PRINCIPAL OFFICER, THE POST NOW HAS THE FOLLOWING AMERICAN POSITIONS: ONE POLITICAL OFFICER, TWO ECONOMIC-COMMERCIAL OFFICERS, ONE CONSULAR/CULTURAL/POLITICAL OFFICER, ONE ADMINISTRATIVE OFFICER, TWO C AND R POSITIONS, AND THREE SECRETARIES. THE DISTRIBUTION OF RESPONSIBILITIES AMONG THE AMERICAN STAFF GIVES PROPER EMPHASIS TO THE DEVELOPMENT OF COMMERCIAL RELATIONS BETWEEN IRAQ AND THE UNITED STATES, AND PROVIDES ADEQUATELY FOR THE OTHER ESSENTIAL FUNCTIONS PERFORMED BY USINT.

2. THE POST HAS REQUESTED FOUR MORE LOCAL POSITIONS FOR THE ADMINISTRATIVE SECTION TO PERMIT IT TO OBTAIN  
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CERTAIN ESSENTIAL SERVICES BY DIRECT HIRE WHICH ARE UNOBTAINABLE THROUGH NON-PERSONAL SERVICES CONTRACTS. THE EXPANDED AMERICAN STAFF IS NOW REQUIRED TO DEVOTE A LARGE AMOUNT OF THEIR TIME TO ADMINISTRATIVE MATTERS, INCLUDING PERSONAL EFFORTS TO BRING GOVERNMENT SUPPLIED HOUSING UP TO MINIMUM ACCEPTABLE STANDARDS. TIME EXPENDED IN THIS WAY COULD BE BETTER DEVOTED TO MORE

SUBSTANTIVE ACTIVITIES. IN ADDITION, THE POST HAS REQUESTED ON ADDITIONAL FSL POSITION FOR THE CONSULAR SECTION TO HELP COPE WITH THE INCREASED CONSULAR WORK-LOAD IMPOSED BY THE DEPARTMENT'S REQUEST THAT USINT RESUME THE ISSUANCE OF IMMIGRANT VISAS. IF THESE REQUESTS ARE GRANTED, USINT'S PERSONNEL RESOURCES WILL BE ADEQUATE FOR ITS PRESENT LEVEL OF RESPONSIBILITIES.

3. PART III - PROPOSED RESOURCE CHANGES.

MISSION STAFFING CHART, SCENARIO A, ASSUMES A CONTINUED STAGNATION IN U.S.-IRAQI POLITICAL RELATIONS BUT WITH PREDICTABLE EXPANSION OF CONSULAR AND COMMERCIAL WORK WITHIN THE PRESENT POLITICAL ENVIRONMENT. IT INCLUDES THE ADDITIONAL ADMINISTRATIVE AND CONSULAR POSITIONS DESCRIBED IN PART II.

4. MISSION STAFFING CHART, SCENARIO B, ASSUMES MAJOR PROGRESS TOWARD AN ARAB-ISRAELI PEACE SETTLEMENT AND AN IMPROVEMENT IN THE POLITICAL ENVIRONMENT ALLOWING GREATLY EXPANDED POLITICAL AND ECONOMIC ACTIVITY AS WELL AS CREATING DEMANDS FOR MORE CONSULAR SERVICES AND A CULTURAL PROGRAM. RESUMPTION OF RELATIONS WOULD BE A LOGICAL RESULT OF SUCH A CHANGE. WE SEE ADDITIONAL POSITIONS UNDER SCENARIO B AS FOLLOWS: AMBASSADOR, ADDITIONAL SECRETARY FOR EXECUTIVE SECTION (ALSO PROVIDES SECRETARIAL SUPPORT TO THE POLITICAL OFFICER), A JUNIOR OFFICER FOR THE ECONOMIC-COMMERCIAL SECTION AND ONE ADDITIONAL FSL, AN ADDITIONAL CONSULAR OFFICER AND TWO CONFIDENTIAL

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LOCALS TO COPE WITH EXPANDED VISA ISSUANCE AND THE NEEDS OF A LARGER AMERICAN PRIVATE COMMUNITY, AN FSIO AND TWO LOCALS TO RUN A CULTURAL AND INFORMATION PROGRAM, AND EIGHT ADDITIONAL LOCALS IN THE ADMINISTRATIVE SECTION.

5. UNDER SCENARIO B, THE POST HAS CONSIDERED THE DESIRABILITY OF REOPENING A CONSULATE IN BASRA, WHERE WE STILL OWN A CONSULATE COMPOUND WITH OFFICES AND RESIDENCES AND WHERE WE EXPECT TO SEE A DRAMATIC INCREASE IN THE SIZE OF THE AMERICAN COMMUNITY AS MAJOR PROJECTS BEGIN UNDER THE SUPERVISION OF AMERICAN FIRMS. WE HAVE CONCLUDED, HOWEVER, THAT IT WOULD BE WISER TO ATTEMPT TO HANDLE THE WORKLOAD BY MORE FREQUENT TRAVEL FROM BAGHDAD BY THE CONSULAR AND COMMERCIAL STAFFS. THE ADDITION OF NEW POSITIONS TO BOTH SECTIONS SHOULD ENABLE THEM TO SERVICE NEEDS IN THE BASRA AREA AS WELL AS HANDLING THE EXPECTED INCREASE IN COMMERCIAL AND CONSULAR WORKLOADS IN BAGHDAD. POSSIBLE REOPENING OF THE BASRA CONSULATE SHOULD BE REVISED

AT A LATER DATE.

6. THE PROGRAMMED INCREASE IN THE ADMINISTRATIVE SECTION LOCAL STAFF, WHICH INCLUDES THE FOUR POSITIONS MENTIONED IN PARA 2 TO HANDLE URGENT CURRENT NEEDS, IS BASED ON THE ADMINISTRATIVE SUPPORT REQUIREMENTS OF AN EXPANDED AMERICAN STAFF WHICH WOULD INCLUDE USIA AND EVENTUALLY OTHER NON-STATE PERSONNEL. TO HANDLE THE GREATER SUPERVISORY RESPONSIBILITIES WHICH WOULD RESULT, ESPECIALLY IN THE FISCAL AND GENERAL SERVICES AREAS, THE POST WOULD PROPOSE CHANGING THE PRESENT FSS ADMINISTRATIVE ASSISTANT POSITION TO AN OFFICER POSITION. THIS JOB, LIKE THE NEW OFFICER POSITIONS IN THE CONSULAR AND COMMERCIAL SECTIONS, COULD BE FILLED BY A JUNIOR OFFICER. THE PRESENT PRINCIPAL OFFICER POSITION WOULD CONVERT TO A DCM POSITION.

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INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01  
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/067 W

-----021649Z 036672 /40

R 020720Z APR 77  
FM USINT BAGHDAD  
TO SECSTATE WASHDC 4347

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7. MISSION STAFFING CHART - SCENARIO A

CURRENT FY 77

AGENCY/	FUNCTION	AMERICAN	AMERICAN	FSL	FSL
	OFFICERS	STAFF	PROF.	STAFF	
STATE	7	4	9	9	
EXECUTIVE	1	1			
POLITICAL	1		1		
ECON/COMM	2	1	3	1	
CONSULAR	1		1	1	
ADMINISTRATION (OF	2	2	4	7	
WHICH COMMUNICATION	(1)	(1)		(1)	

ALL ADMIN. POSITIONS ARE CORE.

PROJECTED FY 79

AGENCY/  
FUNCTION        AMERICAN AMERICAN FSL    FSL  
                  OFFICERS STAFF PROF. STAFF  
STATE            7    4    9    14  
  
EXECUTIVE        1    1  
POLITICAL        1            1  
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ECON/COMM        2    1    3    1  
CONSULAR        1            1    2  
ADMINISTRATION (OF    2    2    4    11  
WHICH COMMUNICATION)    (1)    (1)    (1)  
ALL ADMIN. POSITIONS ARE CORE.

MISSION STAFFING CHART - SCENARIO B

CURRENT FY 77

AGENCY/  
FUNCTION        AMERICAN AMERICAN FSL    FSL  
                  OFFICERS STAFF PROF. STAFF  
STATE            7    4    9    9  
  
EXECUTIVE        1    1  
POLITICAL        1            1  
ECON/COMM        2    1    3    1  
CONSULAR        1            1    1  
ADMINISTRATION (OF    2    2    4    7  
WHICH COMMUNICATION)    (1)    (1)    (1)  
ALL ADMIN. POSITIONS ARE CORE.

PROJECTED FY 79

AGENCY/  
FUNCTION        AMERICAN AMERICAN FSL    FSL  
                  OFFICERS STAFF PROF. STAFF  
STATE            11    4    11    18  
  
EXECUTIVE        2    2  
POLITICAL        1            1  
ECON/COMM        3    1    3    2  
CONSULAR        2            1    3  
ADMINISTRATION (OF    3    1    6    13  
WHICH COMMUNICATION)    (1)    (1)    (1)

USIS            1    1    1

TWO ADMIN. LOCAL POSITIONS ARE DAS,  
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AND THE REST ARE CORE.

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Margaret P. Grafeld  
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22 May 2009  
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